

GMAP | Government Efficiency Human Resource Management

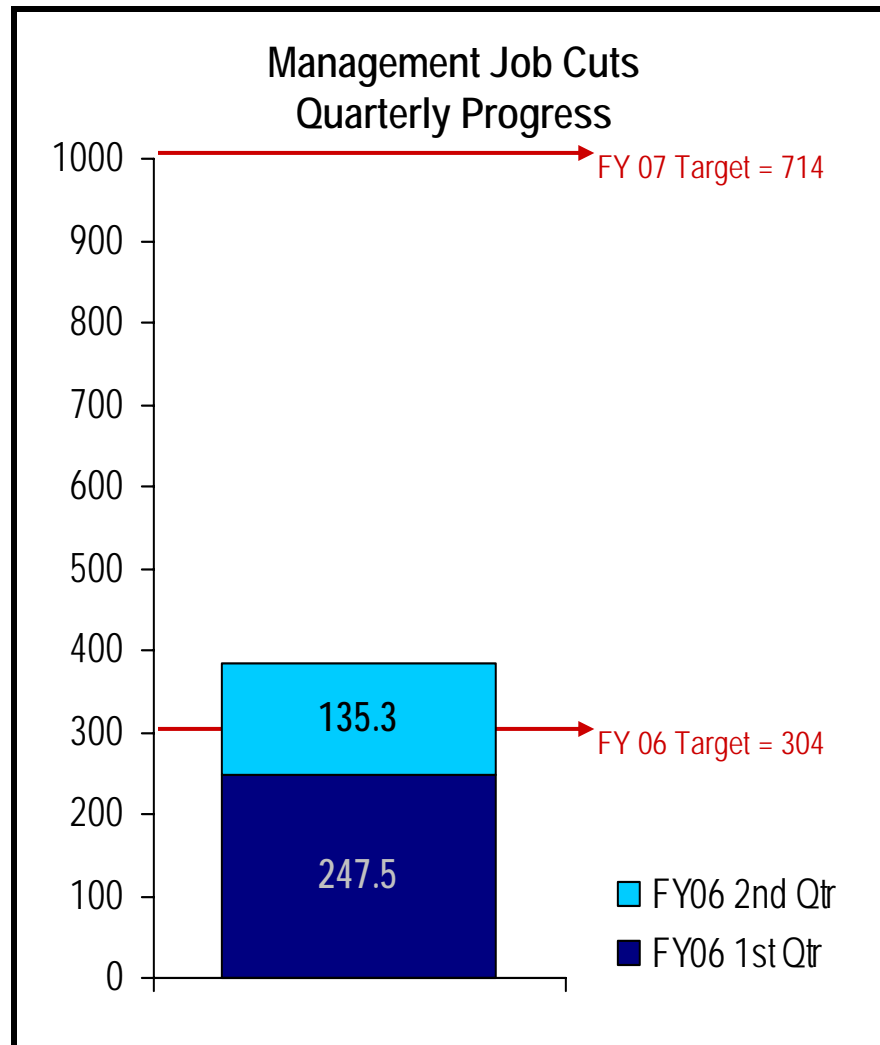
Status Update:

- Management Reductions
- Roll out of Human Resource Management Report;
Employee Survey



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Department of Personnel
March 14, 2006

Management Reductions

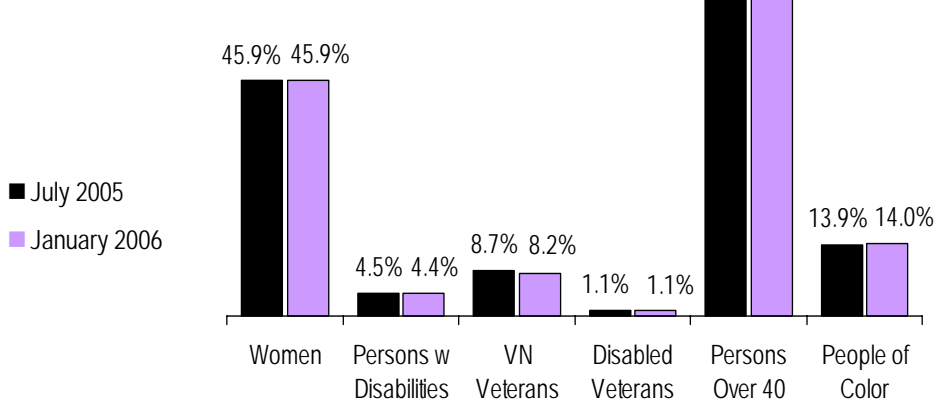


- Over the past two quarters, 31 agencies have reported management position reductions
- A total of 382.8 management positions have been cut as of January 2006.
- During the 2nd quarter, agencies received clarification on the reduction criteria – this resulted in modification to the previous quarter's numbers that were reported at the November 15, 2005 GMAP forum.
- Most of the reduced positions were in the Washington Management Service.
- Many of the positions were vacant. For others, a variety of actions took place with incumbents including retirement, movement to a different management position, movement to the classified service, and layoff.
- Diversity impact: No negative impact on persons of color, women, or persons with disabilities, Percentage of persons over 40 and Viet Nam veterans decreased during this period, likely due to retirements.

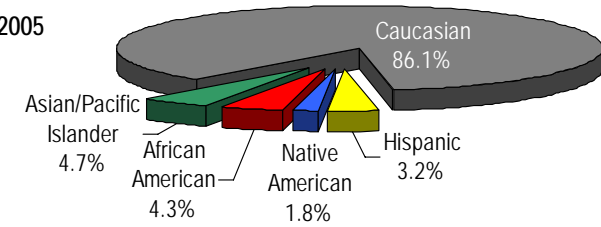
Management Diversity Profile

Officials/Administrators (EEOC category includes exempt, WMS, & classified)

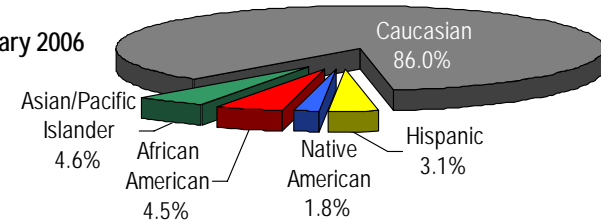
(EEOC category includes exempt, WMS, & classified)



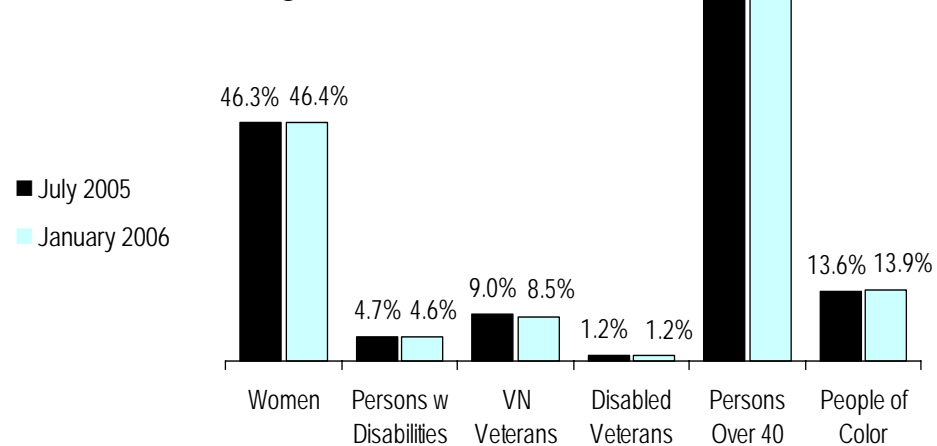
July 2005



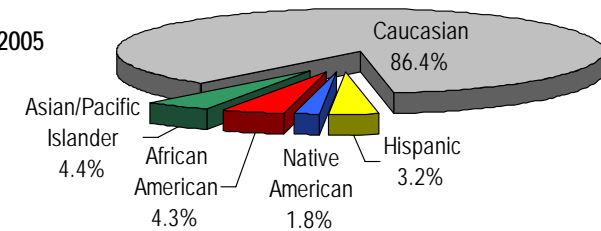
January 2006



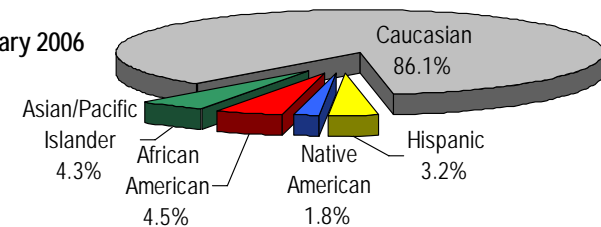
Washington Management Service Only



July 2005



January 2006



Human Resource Management Report*

- Approximately 25 standard performance measures for managers' accountability for managing human resources have been identified and defined.
- DOP has met with the leadership of each Cabinet agency and most elected official agencies to explain the HR Management Report and process. Each agency has been provided with their individualized report prototype and data queries.
- Small agencies will be addressed in March/April.
- The intent is that each agency become self-sufficient in collecting and analyzing their data, updating their own report, and regularly monitoring their managers' human resource management performance.
- Key challenges include:
 - Shifting paradigm from measuring the agency HR Office to measuring agency managers' accountability for effectively managing their human resources
 - Refining performance measure definitions and reporting process where data is not available in central computer system
 - Transitioning from Data Warehouse to the Business Warehouse as part of the HRMS implementation
 - Determining appropriate benchmarks and targets

State Employee Survey

- The 12 standard questions were successfully piloted and validated in December
- The survey will be administered in all agencies during a six week period beginning in mid-March
- Results will be available in May for preliminary reporting and further analysis.
- The survey results will provide data for some of the performance measures in the Human Resource Management Report.

* Originally referred to as "Human Resource Report Card". The term "card" has been temporarily removed pending identification of targets and a grading system.